



Lummi Indian Business Council

2665 Kwina Road · Bellingham, Washington 98226 · (360) 312-2000

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: Fisheries Biologist III

OPEN: May 19, 2020

EXEMPT: Yes

SALARY : (9/10) \$25.09-\$32.32 DOE

SHIFT: 40 hours/week (Day/On-call)

LOCATION: Tribal Administration

DURATION: Regular Full Time

CLOSES: July 1, 2020

JOB CODE:

DIVISION: Stock Assessment (SA)

DEPARTMENT: Natural Resources

SUPERVISOR: SA Manager

VACANCIES: 1

JOB SUMMARY: The Fisheries Biologist III is a professional level position within the Stock Assessment Division of the Natural Resources Department. The incumbent coordinates and conducts highly specialized fisheries monitoring and evaluation work in support of LIBC fisheries priorities and strategic objectives. The incumbent is responsible for the operation of the South Fork Nooksack River rotary smolt trap, leading the passive integrated transponder (PIT-tag) monitoring program, managing biological sample collections and field data, conducting high level data analyses, producing technical reports, and supervising technicians and biologists. In addition, the incumbent works closely with the Salmon Enhancement Division in support of the South Fork Chinook Rescue Program to monitor and evaluate management actions related to supplementation efforts. The incumbent performs all duties in strict accordance with monitoring and evaluation terms and conditions, scientific collection permit requirements, Fisheries Co-Manager policies, and all LIBC policies and procedures.

The Lummi Indian Business Council provides competitive health, dental, and retirement benefits.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES include the following, and other related duties as assigned.

1. Juvenile Salmonid Collection: In accordance with established protocols and procedures, coordinate and lead operations of a rotary smolt trap in the South Fork Nooksack River to monitor and evaluate Chinook abundance, reproductive success, migration timing, and other population productivity metrics. Coordinate and conduct collection of juvenile salmonids using electrofishing and beach seining throughout the Nooksack River basin. Collect biological samples and data from juvenile fish including tissue samples, scales, coded-wire tags, otoliths, and morphometrics. Implant PIT-tags in juvenile fish in alignment with annual objectives and detect for PIT-tag recaptures of hatchery- and natural-origin salmonids.
2. PIT-Tag Monitoring Program: Lead the operation and maintenance of PIT-tag antenna arrays in the South Fork Nooksack River sub-basin. Ensure antenna arrays operate within intended parameters and conduct repairs and maintenance when necessary. Coordinate PIT-tagging in the South Fork with recapture detections and operations at lower mainstem rotary screw trap. Assist with the development and implementation of a basin-wide PIT-tag monitoring strategic plan.
3. Data and Biological Sample Management: Organize, manage, and conduct QA/QC of sample collections and field data. Ensure samples and data are transferred and/or reported to Managers

or applicable entities by established deadlines. Maintain and update electronic databases on a daily basis. Assist with the development and implementation of a scan bar biological sample management system and integrated electronic field data entry system.

4. Data Analysis: Conduct a diverse range of complex analyses of data related to adult and juvenile salmonid sampling. Generate smolt trap efficiency estimates and generate abundance and age class estimates to a stock-specific level using mark-recapture data and genetic results. Summarize spatial and temporal characteristics of juvenile salmonids. Produce and distribute analytical results to inform annual forecasting, post-season processes, habitat restoration and protection efforts, and other established analytical or modeling processes. Review and integrate transgenerational mark-recapture (tGMR) and relative reproductive success (RRS) work products into assessments of habitat conditions.
5. Reports and Technical Writing: Prepare technical reports and summaries related to ongoing salmonid monitoring efforts in the Nooksack River basin. Produce a comprehensive annual report of South Fork Nooksack River smolt trap analytical results and operations by the established deadline. Assist with the preparation of grant-specific progress report deliverables. Lead or assist with the preparation and publication of peer-reviewed journal articles that align with Lummi Nation's objectives.
6. Adult Salmonid Surveys and Studies: Routinely participate in annual spawning ground surveys for Nooksack River basin salmonids following established protocols and procedures. Participate in the implementation and biological sample collection during the mark-selective spring Chinook ceremonial and subsistence fishery. Participate in the deployment and tracking of Chinook radio telemetry tags, and assist with analysis of telemetry data.
7. Administrative Duties: Assist with the preparation and submission of grant applications or other funding requests. Following established policies and procedures, request materials quotes, procure operating supplies or monitoring equipment, submit invoices for payment, and track budget expenditures. Assist with the preparation of permit applications required for compliance with local, state, or federal regulations.
8. Meeting and Workshop Attendance: Attend technical meetings, workshops, and classes as required.
9. Support of Other Natural Resources Priorities: Assist with the implementation of other priority fisheries monitoring, salmon enhancement, and harvest management projects.
10. Other Duties as Assigned: Perform other duties as assigned by supervisors within the general scope of work described.

MINIMUM QUALIFICATIONS:

- Bachelor degree in Fisheries Science, Native Environmental Science or equivalent and five (5) years of relevant work experience; **OR**
 - M.S. in Fisheries Science or equivalent and two (2) years of relevant work experience
- OR;**
 - PhD in fisheries science.
- A strong computer background using word processing, spreadsheet, database, and presentation software
- Must possess a valid Washington State Driver's License and meet eligibility requirements for tribal insurance.

- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Ability to work independently and consistently perform as a highly motivated self-starter
- Ability to accurately identify Nooksack River basin fish species and an advanced knowledge of fish biology and ecology specific to Western Washington and the Salish Sea
- Demonstrated experience with PIT-tags and other electronic, internal, or external fish tags
- Demonstrated ability to follow oral and written directions
- Demonstrated advanced competency with technical report writing, fisheries science principles, and terms of reference
- Demonstrated supervisory skills
- Ability to perform strenuous manual labor and during adverse weather conditions
- Experience using GIS (Geographical Information Systems)
- Knowledge and skills in carpentry, plumbing, electronics and metal fabrication, *preferred*
- Certification of electrofishing equipment use, *preferred*
- Ability to operate and maintain boats, motors, and fishing gear, *preferred*
- Experience using riverine sonar and/or electronic fish counting devices, *preferred*
- Experience involving electronic field data collection and data management, *preferred*

REQUIREMENTS:

- If selected for an interview, applicants must prepare a 15-minute presentation that demonstrates their experience and abilities conducting or participating in a salmonid-related research project. We seek a demonstrated ability to successfully develop, coordinate, conduct, and analyze work products related to salmonid monitoring and evaluation research projects.
- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol Free Workplace Policy.
- Position requires extensive Criminal Background Check.
- Must be physically able to walk 3-5 miles per day over rough terrain, cross swift rivers, and carry equipment weighing 50 pounds, and stand for long periods of time
- This position is essential for the effective management of Treaty Right fisheries and may be eligible for federal income tax exemption pursuant to Section 7873 of the Internal Revenue Code.
- Must maintain strict confidentiality

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.